

Minutes
From
Annual General Meeting 2024

Meeting location: Company's premises at Bakkavegur 8, Glyvrrar, Faroe Islands

Time: **Tuesday 30 April 2024 at 15:00 GMT**

Present were shareholders representing 48,146,867 shares equating to 81.29% of the outstanding shares. The voting result for each respective item is set out on pages 13-15.

The following also attended: The Chairman of the Board of Directors, Rúni M. Hansen, the company's CEO, Regin Jacobsen, the company's CFO, Høgni Dahl Jakobsen, the company's lawyer Christian F. Andreasen, the company's auditor P/F Januar, løggilt grannskoðaravirki, Fróði Sivertsen and John M. Petersen, the Chairman of the Election Committee, Gunnar í Liða.

The general meeting was opened by the Chairman of the Board of Directors, Rúni M. Hansen.

After having recorded the list of shareholders present and presented it to the general meeting, the following agenda was discussed:

AGENDA:

1.	Election of Chairman of the Meeting	Decision
	The Board of Directors proposed to elect Mr. Christian F. Andreasen to chair the meeting and to sign the minutes.	<p>Re. 1 Christian F. Andreasen was elected chairman of the meeting.</p> <p>The chairman of the meeting put to approval the notice and proposed agenda submitted 27 March 2024, and it was unanimously approved.</p> <p>The chairman then declared the general meeting legally convened.</p>

2.	Briefing from the Board of Directors on the Activities of the Company in the Previous Financial Year	Decision
		<p>Re. 2 Chairman of the Board of Directors, Rúni M. Hansen gave a presentation of the Bakkafrost Group's activities in 2023.</p> <p>The presentation was approved without voting.</p>
3.	Presentation of the Audited Annual Accounts for Approval	Decision
	<p>The Board of Directors' proposed profit and loss for 2023, balance sheet as of 31 December 2023, and notes thereto for P/F Bakkafrost and the Bakkafrost Group as well as the Board of Directors' and auditor's reports for 2023 are included in the Integrated Annual Report for 2023, which was presented to the meeting.</p> <p>Proposal from the Board of Directors: The Board of Directors proposes the following resolution to be passed:</p> <p><i>"The Board of Directors' proposal for Integrated Annual Report and Accounts for P/F Bakkafrost and the Bakkafrost Group as well as the Board of Directors' report for 2023 are approved."</i></p>	<p>Re. 3 CFO Høgni Dahl Jakobsen reviewed the main accounts of the Board of Directors' proposed profit and loss account for the company and the Group for 2023.</p> <p>Subsequently, the general meeting passed the following resolution:</p> <p><i>"The Board of Directors' proposal for Integrated Annual Report and Accounts for P/F Bakkafrost and the Bakkafrost Group as well as the Board of Directors' report for 2023 are approved."</i></p> <p>The resolution was passed unanimously.</p>

4.	Decision on How to Use Profit or Cover Loss According to the Approved Accounts and Annual Report	Decision
	<p>The Board of Directors proposes the following resolution to be passed:</p> <p><i>"Dividends of DKK 8.70 per share are paid to the shareholders, in total DKK 515 million. Dividends are paid to shareholders, registered in VPS as of close on 30 April 2024. After payment of dividends, the distributable equity totals DKK 10,148 million.</i></p> <p><i>The company's shares will be listed exclusive of dividend from 2 May 2024, and the shares will have a record date on 3 May 2024.</i></p> <p><i>The expected payment date is on or around 21 May 2024."</i></p>	<p>Re. 4</p> <p>The Board of Directors' proposed resolution was presented by the Chairman of the Board of Directors.</p> <p>Subsequently, the general meeting passed unanimously the following resolution:</p> <p><i>"Dividends of DKK 8.70 per share are paid to the shareholders, in total DKK 515 million. Dividends are paid to shareholders, registered in VPS as of close on 30 April 2024. After payment of dividends, the distributable equity totals DKK 10,148 million.</i></p> <p><i>The company's shares will be listed exclusive of dividend from 2 May 2024, and the shares will have a record date on 3 May 2024.</i></p> <p><i>The expected payment date is on or around 21 May 2024."</i></p>

5.	Election of Board of Directors	Decision
	<p>Members of the board are elected for one year. Board members may be re-elected. According to the articles of association of the company, the election committee shall recommend the general meeting regarding the election of members of the board of directors.</p> <p>The board members are Guðrið Højgaard, Annika Frederiksberg, Einar Wathne, Øystein Sandvik and Teitur Samuelsen, in addition to the chairman, who is elected directly by the general meeting.</p> <p>The election committee recommends that, in addition to the chairman, Guðrið Højgaard, Annika Frederiksberg, Einar Wathne, Øystein Sandvik and Teitur Samuelsen are re-elected. The election committee also recommends Alf-Helge Aarskog as new board member.</p> <p>The proposed board members are further described in Appendix 1 of the Notice of the General Meeting, including consideration of their independence from Bakkafrost.</p>	<p>Re. 5 The general meeting passed the following resolution:</p> <p>Following members of the board are re-elected for a period of one year:</p> <ul style="list-style-type: none"> • Guðrið Højgaard • Teitur Samuelsen • Annika Frederiksberg • Øystein Sandvik • Einar Wathne <p>In addition, the general meeting elected Alf-Helge Aarskog as new board member.</p> <p>The resolution was approved without voting, as there was only one proposal.</p>

6.	Election of Chairman of the Board of Directors	Decision
	<p>According to the articles of association of the company, the chairman of the board is elected directly by the general meeting. The Chairman of the board is Rúni M. Hansen.</p> <p>The chairman of the board is elected for one year.</p> <p>The chairman of the board may be re-elected. According to the articles of association of the company, the election committee shall recommend the general meeting regarding the election of the chairman of the board of directors.</p> <p>The election committee of the company proposes the re-election of Rúni M. Hansen as chairman of the board of directors.</p>	<p>Re. 6 The general meeting passed the following resolution:</p> <ul style="list-style-type: none"> - Rúni M. Hansen is re-elected as chairman of the board of directors for one more year. <p>The resolution was approved without voting, as there was only one proposal.</p>
7.	Decision about Remuneration for the Board of Directors, the Accounting Committee and Remuneration Committee	Decision
	<p>The election committee of the company proposes that the remuneration of the board of directors for 2024 is as follows:</p> <p>Board members receive DKK 255,000 per year and the chairman receives DKK 510,000 per year.</p> <p>The election committee proposes that the remuneration for the accounting committee is set at DKK 52,200 per year.</p> <p>The election committee proposes that the remuneration for the remuneration committee is set at DKK 26,100 per year.</p>	<p>Re. 7 The proposal from the election committee was sustained and was passed:</p> <p><i>Board members are granted a fee of DKK 255,000 per year. The Chairman of the board is granted a fee of DKK 510,000 per year.</i></p> <p><i>The members of the accounting committee are granted a fee of DKK 52,200 per year.</i></p> <p><i>The members of the remuneration committee are granted a fee of DKK 26,100 per year.</i></p>

8.	Election of Members to the Election Committee, hereunder Election of Chairman of the Election Committee	Decision
	<p>Gunnar í Liða and Rógvi Jacobsen are up for election for this general meeting.</p> <p>Gunnar í Liða is considered independent of Bakkafrost, though Rógvi Jacobsen is not considered independent. The other members of the Election Committee are considered independent.</p> <p>The election committee proposes the re-election of Gunnar í Liða and Rógvi Jacobsen.</p> <p>The election committee proposes the re-election of Gunnar í Liða as chairman of the election committee.</p>	<p>Re. 8</p> <p>On basis of the election committee's proposal the following members were re-elected:</p> <ul style="list-style-type: none"> - Gunnar í Liða - Rógvi Jacobsen <p>for a period of two years.</p> <p>Gunnar í Liða was elected as chairman of the election committee for two more years.</p> <p>The resolution was approved without voting as there was only one proposal.</p>
9.	Decision with regard to Remuneration for the Election Committee	Decision
	<p>The election committee of the company proposes that the remuneration for the election committee members for 2023 is unchanged at DKK 14,000 per year, and the remuneration for the chairman shall be DKK 28,000 per year.</p>	<p>Re. 9</p> <p>The election committee proposal resolution was passed.</p>

10.	Election of Auditor	Decision
	<p>The auditor of the company is P/F Januar, løggilt grannskoðanarvirki, Óðinshædd 13, 110 Tórshavn with Fróði Sivertsen (since 2017, except in 2021) and John M. Petersen (since 2021) as Key Audit Partners.</p> <p>The board proposes the re-election of the auditor for the period until the next annual general meeting.</p>	<p>Re. 10 The Chairman of the Board of Directors presented the Board of Directors' proposal in respect of the election of auditor until the next Annual General Meeting.</p> <p>The Board of Directors proposes re-election of P/f Januar, løggilt grannskoðaravirki, Óðinshædd 13, 110 Tórshavn as the company's auditor.</p> <p>The resolution was approved without voting as there was only one proposal.</p>
11.	Remuneration Policy	Decision
	<p>Referring to § 10, subsection 4 in the Articles of Association, the board proposes that adopted guidelines about remuneration for the management of the company, approved at the general meeting in 2018, remain in effect unchanged for the accounting year 2024.</p> <p>The Remuneration Policy is available at the website of the company www.bakkafrost.com.</p> <p>The Remuneration Committee is responsible for enforcing the Remuneration Policy.</p>	<p>Re. 11 The chairman of the meeting presented the Board of Directors' proposal in respect of the guidelines for remuneration of the senior management of the company.</p> <p>The resolution was approved.</p>

12.	Proposals for Amendments to the Articles of Association	Decision
	<p>12.1 To comply with Faroese legislation, the board proposes to amend § 4 of the company's Articles of Association is amended as in following paragraphs. The amendments have no effect on the operation or governance of the company.</p> <p><i>"The company can neither directly nor indirectly by way of influence as stipulated under Section 7 in the Act on Public and Private Limited Companies, parliamentary act no. 85 of 25 May 2009 as amended, control 50 per cent or more of Faroese farming licenses, c.f. Parliamentary Act no. 83 from 25 May 2009, as amended.</i></p> <p><i>If a company is connected to the company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, or if two or more companies are connected to the company pursuant to the said Section 7(4), the company and the companies connected pursuant to Section 7(4) cannot control 50% or more of the farming licenses. If a physical person has influence over a company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, the company shall be deemed as a connected company pursuant to Section 7(4).</i></p> <p><i>No natural or legal person may exercise its administrative rights in contravention of paragraphs 6, 7 and 8.</i></p> <p><i>All natural and legal persons with control over a farming license pursuant to Section 7(2) of Parliamentary Act no. 83 from 25 May 2009, as amended, and any and all natural and legal persons with control over voting rights pursuant to Section 7(3) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, must inform the company thereof.</i></p> <p><i>All natural and legal persons not domiciled on the Faroe Islands that control more than 20 per cent of the company's voting rights, c.f. Section(7)(a)(1-4) of Parliamentary Act no. 83 of 25 May 2009 as amended, must inform the company thereof.</i></p>	<p>Re. 12.1 The chairman of the meeting presented the Board of Directors' proposal in respect of amending § 4 of the company's Articles of Association as well as deleting the last section of § 4.</p> <p>Subsequently, the general meeting passed to amend and § 4 and delete the last section of § 4 of the company's Articles of Association.</p> <p>Accordingly, the general meeting passed that § 4 of the company's Articles of Association will be as follows:</p> <p><i>"The shares of the company shall be registered shares.</i></p> <p><i>The shares may be freely transferred.</i></p> <p><i>No shares have any special rights.</i></p> <p><i>No restrictions apply with regard to sale or other transition of shares.</i></p> <p><i>The shares are issued through VPS ASA, Biskop Gunnerus Gate 10, 0185 Oslo, each with a value of DKK 1 according to the legislative provisions, which apply to the issuance of listed shares and dividends will be paid according to the applicable rules. Rights with regard to the shares shall be notified to VPS ASA.</i></p> <p><i>The share registry of the company is kept by Nordea Bank Norge ASA, Middelthunsgata 17, P.O. Box 1166 Sentrum, NO 0107 Oslo, Norway.</i></p> <p><i>The company can neither directly nor indirectly by way of influence as stipulated under Section 7 in the Act on Public and Private Limited Companies, parliamentary act no. 85 of 25 May 2009 as amended, control 50 per cent or more of Faroese farming licenses, c.f. Parliamentary Act no. 83 from 25 May 2009, as amended.</i></p> <p><i>If a company is connected to the company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, or if two or more companies are connected to the company pursuant to the said Section 7(4), the company and the companies connected pursuant to Section 7(4) cannot control 50% or more of the farming licenses. If a physical person has influence over a company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May</i></p>

<p><i>A natural or legal person with control over voting rights pursuant to Section 7(3) of Parliamentary Act no. 83 from 25 May 2009, as amended, in two or more farming companies must, in addition to informing the company of its ownership in the farming company, also inform the company of the ownership in the other farming companies.</i></p> <p><i>If the company has been informed in accordance with the abovementioned paragraphs 10 to 12, the company must inform the entity in control of the company, c.f. Section 7(2), or the shareholders c.f. Section 7(3) and Section 7(a)(2-4) in Parliamentary Act no. 85 of 25 May 2009 as amended, that the right of audience and the right to vote on the company's general assembly cannot be exercised in contravention with the company's articles of association, c.f. paragraphs 6, 7 and 8 above.</i></p> <p><i>The company must as soon as possible inform the minister of the information received pursuant to Section (18)(a)(1-4) in Parliamentary Act no. 83 of 25 May 2009, as amended."</i></p> <p>Subsequently the board proposes to delete the following last section in § 4 of the company's Articles of Association:</p> <p><i>"No legal person, which does not fulfil the conditions in § 7a(4), litra 1), 2) and 3) in Parliamentary Act No. 83 from 25 May 2009 with later amendments, and no natural person, which does not fulfil the conditions in § 7a(3), litra 1) and 2) in the same Parliamentary Act, may control more than 20% of the shares of the company, or 20% of the shares of the parent company of the company. No shareholder may use his financial and administrative rights in the company and in the parent company in contravention of these stipulations."</i></p> <p>Accordingly, the board propose that § 4 of the company's Articles of Association will be as follows:</p> <p><i>"The shares of the company shall be registered shares. The shares may be freely transferred. No shares have any special rights. No restrictions apply with regard to sale or other transition of shares.</i></p>	<p><i>2009, as amended, the company shall be deemed as a connected company pursuant to Section 7(4).</i></p> <p><i>No natural or legal person may exercise its administrative rights in contravention of paragraphs 6, 7 and 8.</i></p> <p><i>All natural and legal persons with control over a farming license pursuant to Section 7(2) of Parliamentary Act no. 83 from 25 May 2009, as amended, and any and all natural and legal persons with control over voting rights pursuant to Section 7(3) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, must inform the company thereof.</i></p> <p><i>All natural and legal persons not domiciled on the Faroe Islands that control more than 20 per cent of the company's voting rights, c.f. Section(7)(a)(1-4) of Parliamentary Act no. 83 of 25 May 2009 as amended, must inform the company thereof.</i></p> <p><i>A natural or legal person with control over voting rights pursuant to Section 7(3) of Parliamentary Act no. 83 from 25 May 2009, as amended, in two or more farming companies must, in addition to informing the company of its ownership in the farming company, also inform the company of the ownership in the other farming companies.</i></p> <p><i>If the company has been informed in accordance with the abovementioned paragraphs 10 to 12, the company must inform the entity in control of the company, c.f. Section 7(2), or the shareholders c.f. Section 7(3) and Section 7(a)(2-4) in Parliamentary Act no. 85 of 25 May 2009 as amended, that the right of audience and the right to vote on the company's general assembly cannot be exercised in contravention with the company's articles of association, c.f. paragraphs 6, 7 and 8 above.</i></p> <p><i>The company must as soon as possible inform the minister of the information received pursuant to Section (18)(a)(1-4) in Parliamentary Act no. 83 of 25 May 2009, as amended."</i></p>
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The share registry of the company is kept by Nordea Bank Norge ASA, Middelthunsgata 17, P.O. Box 1166 Sentrum, NO 0107 Oslo, Norway.

The company can neither directly nor indirectly by way of influence as stipulated under Section 7 in the Act on Public and Private Limited Companies, parliamentary act no. 85 of 25 May 2009 as amended, control 50 per cent or more of Faroese farming licenses, c.f. Parliamentary Act no. 83 from 25 May 2009, as amended.

If a company is connected to the company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, or if two or more companies are connected to the company pursuant to the said Section 7(4), the company and the companies connected pursuant to Section 7(4) cannot control 50% or more of the farming licenses. If a physical person has influence over a company pursuant to Section 7(4) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, the company shall be deemed as a connected company pursuant to Section 7(4).

No natural or legal person may exercise its administrative rights in contravention of paragraphs 6, 7 and 8.

All natural and legal persons with control over a farming license pursuant to Section 7(2) of Parliamentary Act no. 83 from 25 May 2009, as amended, and any and all natural and legal persons with control over voting rights pursuant to Section 7(3) of the aforementioned Parliamentary Act no. 83 from 25 May 2009, as amended, must inform the company thereof.

All natural and legal persons not domiciled on the Faroe Islands that control more than 20 per cent of the company's voting rights, c.f. Section(7)(a)(1-4) of Parliamentary Act no. 83 of 25 May 2009 as amended, must inform the company thereof.

A natural or legal person with control over voting rights pursuant to Section 7(3) of Parliamentary Act no. 83 from 25 May 2009, as amended, in two or more farming companies must, in addition to informing the company of its ownership in the

<p><i>farming company, also inform the company of the ownership in the other farming companies. If the company has been informed in accordance with the abovementioned paragraphs 10 to 12, the company must inform the entity in control of the company, c.f. Section 7(2), or the shareholders c.f. Section 7(3) and Section 7(a)(2-4) in Parliamentary Act no. 85 of 25 May 2009 as amended, that the right of audience and the right to vote on the company's general assembly cannot be exercised in contravention with the company's articles of association, c.f. paragraphs 6, 7 and 8 above. The company must as soon as possible inform the minister of the information received pursuant to Section (18)(a)(1-4) in Parliamentary Act no. 83 of 25 May 2009, as amended."</i></p> <p>12.2 Prior to the Annual General Meeting in 2022, § 4B of the company's Articles of Association authorized the board to buy own shares on behalf of the company. This authorization expired on the Annual General meeting of 2022.</p> <p>The board proposes to renew this authorization, which shall be in force until the Annual General Meeting in 2025. The board proposes that the authorization is limited so that the board may not buy own shares exceeding 10% of the entire share capital of the company. This limitation was also set prior to the Annual General Meeting in 2022.</p> <p>Accordingly, the board propose that § 4B of the company's Articles of Association is amended as follows:</p> <p><i>"In the period from 30 April 2024 until the ordinary general meeting of the company, which will be held in 2025, the board of directors is authorized to buy own shares on behalf of the company. Purchasing of own shares shall be conducted to the official rate of the shares, but the board of directors may in special circumstances deviate from the official price with up to 10%. The company may not own more than 10% of the entire share capital of the company."</i></p>	<p>Re. 12.2 The chairman of the meeting presented the Board of Directors' proposal in respect of amending § 4B of the company's Articles of Association to renew the board's authorization to buy own shares on behalf of the company until the Annual General Meeting in 2025.</p> <p>Subsequently, the general meeting passed to amend and § 4b of the company's Articles of Association as proposed.</p> <p>Accordingly, the general meeting passed that § 4B of the company's Articles of Association will be as follows:</p> <p><i>"In the period from 30 April 2024 until the ordinary general meeting of the company, which will be held in 2025, the board of directors is authorized to buy own shares on behalf of the company. Purchasing of own shares shall be conducted to the official rate of the shares, but the board of directors may in special circumstances deviate from the official price with up to 10%. The company may not own more than 10% of the entire share capital of the company."</i></p>
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	<p>12.3 According to § 5 of the company's Articles of Association the Annual General Meeting must be held before the expiry of the month of April. The board proposes to change the this to be before the expiry of the month of May.</p> <p>Consequently, the board propose that § 5 of the company's Articles of Association will be as follows:</p> <p><i>"General meetings shall be convened with a deadline not shorter than 3 weeks and not longer than 5 weeks. The ordinary general meeting shall be held before the expiry of the month of May.</i></p> <p><i>The board of directors shall convene the general meeting by announcing it through advertisements in one or several of the major Faroese newspapers. The agenda and the time and place for the general meeting shall be stated in the notice. If proposals, which need a qualified majority to be adopted, are to be discussed by the general meeting, this shall also appear from the notice.</i></p> <p><i>A shareholder is entitled to submit proposals to be discussed by the general meeting, if the relevant shareholder sends the proposal in writing to the board of</i></p>	<p>Re. 12.3 The chairman of the meeting presented the Board of Directors' proposal in respect of amending § 5 of the company's Articles of Association to change the timing requirements for the Annual General Meeting.</p> <p>Subsequently, the general meeting passed to amend and § 5 of the company's Articles of Association as proposed.</p> <p>Accordingly, the general meeting passed that § 5 of the company's Articles of Association will be as follows:</p> <p><i>"General meetings shall be convened with a deadline not shorter than 3 weeks and not longer than 5 weeks. The ordinary general meeting shall be held before the expiry of the month of May.</i></p> <p><i>The board of directors shall convene the general meeting by announcing it through advertisements in one or several of the major Faroese newspapers. The agenda and the time and place for the general meeting shall be stated in the notice. If proposals, which need a qualified majority to be adopted, are to be discussed by the general meeting, this shall also appear from the notice.</i></p> <p><i>A shareholder is entitled to submit proposals to be discussed by the general meeting, if the relevant shareholder sends the proposal in writing to the board of directors not later than 6 weeks prior to the general meeting. An extraordinary general meeting shall be held when the general meeting, the board of directors or the company's accountant so decides or if shareholders owning 5% company so require. A request from the shareholders of the company for an extraordinary general meeting shall be sent in writing to the board of directors of the company, outlining the issues, which the shareholders wish to be discussed by the general meeting. The board of directors shall convene the general meeting not later than 14 days after the receipt of the request."</i></p>
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	<p><i>directors not later than 6 weeks prior to the general meeting.</i></p> <p><i>An extraordinary general meeting shall be held when the general meeting, the board of directors or the company's accountant so decides or if shareholders owning 5% company so require. A request from the shareholders of the company for an extraordinary general meeting shall be sent in writing to the board of directors of the company, outlining the issues, which the shareholders wish to be discussed by the general meeting. The board of directors shall convene the general meeting not later than 14 days after the receipt of the request."</i></p>	
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Glyvvar 30 / 04 / 2024 Time: 17:00

Approved by the chairman of the Annual General Meeting:

A handwritten signature in blue ink, appearing to be 'Christian F. Andreasen', is written over a dashed horizontal line.

Christian F. Andreasen

Minutes
From
Annual General Meeting 2024

Meeting location: Company's premises at Bakkavegur 8, Glyvrar, Faroe Islands

Time: **Tuesday 30 April 2024 at 15:00 GMT**

Present were shareholders representing 48,146,867 shares equating to 81.29% of the outstanding shares. The voting result for each respective item is set out on pages 14-16.

The following also attended: The Chairman of the Board of Directors, Rúni M. Hansen, the company's CEO, Regin Jacobsen, the company's CFO, Høgni Dahl Jakobsen, the company's lawyer Christian F. Andreasen, the company's auditor P/F Januar, løggilt grannskoðaravirki, Fróði Sivertsen and John M. Petersen, the Chairman of the Election Committee, Gunnar í Liða.

The general meeting was opened by the Chairman of the Board of Directors, Rúni M. Hansen.

After having recorded the list of shareholders present and presented it to the general meeting, the following agenda was discussed:

AGENDA:

1.	Election of Chairman of the Meeting	Decision
	The Board of Directors proposed to elect Mr. Christian F. Andreasen to chair the meeting and to sign the minutes.	<p>Re. 1 Christian F. Andreasen was elected chairman of the meeting.</p> <p>The chairman of the meeting put to approval the notice and proposed agenda submitted 27 March 2024, and it was unanimously approved.</p> <p>The chairman then declared the general meeting legally convened.</p>